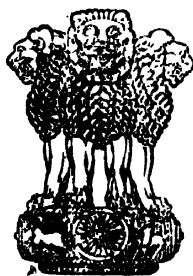


REPORT
ON
SURVEY OF LABOUR CONDITIONS
IN
GOLD MINES IN INDIA

1962-63



सत्यमेव जयते

LABOUR BUREAU
MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION
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PREFACE

Industrial labour and its problems have been the subject of interest, though varying in degree and extent, ever since India entered the industrial field over a century ago. Today this interest has shifted from prevention of exploitation of labour to providing a fair deal and opportunities for a fuller life to labour. The growing realisation of this approach to problems of labour in India, in the context of present day planned economic development of the country, is provided a sound base by the Surveys that reveal true conditions of labour.

The last detailed Survey, on a country-wide basis, of the working and living conditions of industrial labour was conducted by the Labour Investigation Committee appointed by the Government of India in 1944. The years that followed witnessed far-reaching changes in the set up of the country, its basic policies and national objectives. As a result, the long-term strategy for economic and industrial advance recognises the well-being of the working class as an essential factor in the overall stability and progress of the country. The adoption of this policy, in the changed circumstances of the country, has brought about a new awakening in the ranks of labour and afforded them much relief in various directions through legislation and other measures.

In order to assess the impact of these measures on the industrial labour and to apprise their present conditions, a scheme for a comprehensive Survey of Labour Conditions was incorporated in the Second Five Year Plan and its execution was entrusted to the Labour Bureau. The Survey was conducted according to a phased programme in 46 industries.* This report presents data regarding Gold Mines covered under the Scheme during 1962.

The present Survey differs considerably from similar investigations in the past in matters of design, scope and presentation of data. It has also certain distinguishing features. For example, it furnishes data separately for large and small establishments in various industries, makes a limited study of labour cost in relation to the benefits and amenities that the workers now enjoy, seeks to fill the gap in the statistics of labour turnover and absenteeism in the mining industries and provides first-hand information on certain important aspects of labour-management relations. Attempt has also been made to collect and interpret data on certain conventional items in a more meaningful way. In the presentation of the data the effort has been to reduce the information into quantitative terms so as to serve as a bench-mark for purpose of evaluation of changes at a future date. Recourse to general description has been resorted to only where the other type of treatment was not possible.

*The names of 46 industries are given in the Preface (p. iii) attached to the Report on Survey of Labour Conditions in Silk Factories in India.

In a Survey of this magnitude it was but natural that many problems had to be faced both in planning as well as execution. Most of these flowed from non-availability of up-to-date frames and absence or improper maintenance of records in many establishments. In many cases the field staff had almost to build up the required statistics from various sources. This naturally imposed a heavy demand on the managements and the Bureau is deeply indebted to them for their whole-hearted co-operation. The co-operation and valuable assistance received from employers and trade unions, Labour Commissioners as well as Chief Inspectors of Mines and other officials of State Labour Departments is also gratefully acknowledged.

The debt of gratitude that I owe to the Central Statistical Organisation for evincing keen interest in the Survey and rendering technical advice on various matters is indeed great. I am also thankful to the Employment Division of the Planning Commission for examining the schedule and instructions and offering useful suggestions. I am equally grateful to the Bureau of Labour Statistics, U.S.A., Social Surveys Division, Ministry of Labour and Social Service, U.K., Economics and Research Branch, Department of Labour, Canada and Labour Statistics and Research Division, Ministry of Labour of Japan, whose advice was sought on several technical matters.

The primary responsibility for conducting this Survey and bringing out the reports on individual industries was ably borne by Shri B. N. Srivastava, Deputy Director, whose experience and application came into full play in this assignment. On various statistical problems arising out of the Survey, the requisite technical advice was provided by other officers at Headquarters. In the drafting of this report also he received valuable assistance from Shri R. V. Venkatachalam, Investigator Grade I. Sarvashri R. C. Madan, Dila Ram and P. S. Chauhan, Computers assisted in computation of data. The field investigations were carried out by S/Shri R. V. Venkatachalam, K. V. Vasudevan and V. Jayaraman under the supervision of Shri S. Vaidyanathan. To them all my thanks are due.

The views expressed in this report are not those of the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), Government of India.

K. C. SEAL

Director

LABOUR BUREAU, SIMLA,

Dated the 18th April, 1966.

CHAPTER I

INTRODUCTION

1.1. *Location and Growth of the Industry*

The early history of gold mining in India is lost in the mists of antiquity. Pliny, the Roman historian of 1st century A.D., is known to have recorded about the existence of numerous gold mines in the regions adjacent to Mount Abu in Rajputana*. Nothing is, however, known about the circumstances which brought about the abandonment of gold mining in the centuries that followed. The history of the existing Gold Mining Industry in this country dates back to 1875 when the first shaft was sunk in Oregum, a village near Bangalore. This pioneering effort was done by Michael. F. Lavelle, an Irish soldier. In view of the difficulties of his limited resources he transferred his rights and concessions to the Kolar Concessionaries Company Limited. After great vicissitudes, the Company could establish on a firm footing by 1884 with the financial and technical help which it could obtain from Messrs. John Taylor & Sons of London. The next important event was the opening of a mine at Hutti in 1903. The Labour Investigation Committee's enquiry in 1944, was confined to the four principal gold mines in the Kolar Gold Field and the total number of persons employed, excluding supervisory and clerical staff, by those four mines was 19,936. Statistics relating to employment in 1947 are however not available. When the present Survey was conducted the total number of gold mines was 4 all of whom were in Mysore State. They provided employment to 20,456. It will be seen that obviously due to the limited gift of the nature there has been practically no expansion of the Industry.

1.2. *Genesis of the Survey*

The first comprehensive survey of conditions of labour in various industries in India on a country-wide basis was conducted by the Royal Commission on Labour during 1929-31. Its report and findings formed the basis of various ameliorative measures. After a lapse of over a decade, i.e., in 1944, the Government of India appointed another Committee, viz. the Labour Investigation Committee, to enquire into the conditions of labour in all important industries. The Committee conducted detailed investigations in 38 industries, including the Gold Mining Industry, during 1944-45, and, besides a main report on Labour Conditions in general, published individual reports in respect of various industries. These reports proved to be a useful source of information required for the formulation of labour policy. The years that followed witnessed many changes of far-reaching significance. For instance, many legislative measures were adopted to improve working and living conditions and several schemes were introduced for promoting welfare and social security of workers. The setting up of adjudication machinery also led to improvement in conditions of work and wages in various industries. Above all, the

*The Kolar Gold Field - p. 1, A brochure of the Kolar Gold Mining Undertakings.

attainment of Independence by the country gave a new status to the working classes. In view of these developments, the Ministry of Labour as well as the Planning Commission considered it necessary that a fresh comprehensive survey of labour conditions in various industries should be conducted so that it may be possible to assess the effects of the various measures adopted in the past and obtain a precise picture of the existing conditions and problems of labour for purposes of deciding the future course of action. Accordingly, a scheme for the conduct of a Survey of Labour Conditions was included in the Second Five Year Plan, and the Labour Bureau was entrusted with the execution of the Scheme.

1.3. *Scope and Design*

Since there were only four gold mines in the country at the time of launching the Survey, it was considered desirable to obtain information from all of them and the Survey was thus a census so far as the Gold Mining Industry is concerned.

The data were collected by personal visits of the field staff of the Bureau. With a view to testing the schedule*and instructions prepared for the Survey as also to impart training to the field staff, a pilot enquiry was conducted in September and October, 1959. On the basis of the experience of this enquiry, the schedule and instructions were suitably revised.

The main field enquiry was launched in October, 1962 and completed in September, 1963. Since the enquiry in essence was during 1962 and 1963, the data, except where specifically mentioned, should be treated to relate to this period.

*The Schedule used for the survey has been published in the reports relating to Silk and Jute Industries.

CHAPTER II

EMPLOYMENT

2.1. *Composition of the Working Force*

In the course of the Survey data were collected on several aspects of the composition of the working force in the Gold Mining Industry. These related to distribution of workers according to (a) broad occupational groups, (b) men, women, and children, (c) time or piece-rate method of payment, (d) employment status and length of service. The findings are discussed in the following paragraphs.

With a view to ensuring comparability of statistics collected from different establishments, the data in respect of employment and composition of the working force were collected for a fixed date, i.e., 30th June, 1962. The results of the Survey show that on this date the total employment strength of the gold mines registered under the Mines Act was 20,456.

2.1.1. *Distribution by Broad Occupational Groups*

The following Statement 2.1 shows the distribution of the working force in different broad occupational groups on 30th June, 1962. The definitions used for the purpose were the same as contained in the I.L.O. 'International Standard Classification of Occupations'.

STATEMENT 2.1

Distribution of Workers 'Covered' Under the Mines Act, 1952 (June, 1962)

Occupational Group	No. of Employees	Perce- tage
(1)	(2)	(3)
1. Professional, Technical and Related Personnel ..	183	0.9
2. Administrative, Executive and Managerial Personnel ..	9	*
3. Clerical and Related Workers (including Supervisory) ..	723	3.5
4. Production and Related Workers (including Supervisory) ..	16,584	81.1
5. Watch and Ward and Other Services	2,957	14.5
Total ..	20,456	100.0

*Less than 0.05.

The Statement 2.1 shows that 'Production and Related Workers (including Supervisory)' constituted the predominant group accounting for nearly 81 per cent. of the total working force. The next important group was 'Watch and Ward and Other Services' which

constituted about 14 per cent. of the total. Clerical and Related Workers (including Supervisory) formed only a small proportion of the total employees (about 4%). The proportion of 'Professional, Technical and Related Personnel' and 'Administrative, Executive and Managerial Personnel' was negligible.

Separate data were also collected regarding the proportion of production workers employed 'underground' and 'above ground' in various Mines. It was found that out of the total of 16,584 'Production Workers' about 70 per cent. were employed underground and the remaining above ground.

2.1.2. *Distribution of Workers into 'Covered' and 'Not Covered' Under the Mines Act*

The Survey results show that all the persons on roll on 30th June, 1962 in all the four gold mines were being treated as persons covered under the Mines Act.

2.2. *Employment of Women*

Information collected by the Labour Investigation Committee showed that in January, 1944, women workers constituted only an insignificant proportion (3.7%) of the total working force, excluding clerical and supervisory staff in the Kolar Gold Field. During the course of the present Survey also, it was found that through women workers were employed in all the four mines their proportion continued to be almost the same as in 1944. There were in all 739 women constituting 3.6 per cent. of the total employees. As regards their distribution into various occupational groups, it was found that as many as 524 women workers (ie., about 71%) were in the group 'Watch and Ward and Other Services' and were employed as sweepers, midwives, creche attendants, etc. Of the rest, 197 were 'Production and Related Workers', 15 were 'Professional, Technical and Related Personnel' and the rest 2 'Clerical and Related Workers'. Women employed as production workers were generally engaged as *mazdoors* or as ore pickers in the metallurgical department. Those in the group 'Professional Technical and Related Personnel' were employed as Medical Officers or nurses, etc. The managements did not give any particular reason for the employment of women workers except that for some of the jobs like creche ayas, nurses, etc., only women workers were the obvious choice.

2.3. *Child Labour*

At the time of the Labour Investigation Committee an almost negligible proportion of working force comprised child labour. Since then there has been further improvement as none of the mines were found to be employing children.

2.4. *Time and Piece-rated Workers*

The universal practice was found to be to make payments on time-rate basis. None of the workers were piece-rated in the industry.

2.5. *Contract Labour*

The Labour Investment Committee had reported that in January, 1944 nearly one-third of the workers in the mines visited by

them were employed through contractors. However, they were being paid directly, by the managements. Since then there has been considerable improvement. In June 1962 only 181 or about one per cent. of the total number of production workers were employed through contractors. Contract labour was employed only in the exploration department, which was a common department of three of the four gold mines in the country. Such workers were employed mainly for such items of work as trenching and shallow-pit digging. The employers contended that it was economical for them to employ contract labour for these jobs as the workload differed from week to week. Some of the contract labour was employed for watch and ward jobs by contractors for the safety of their equipments etc. The total number of contract workers employed was only 11, constituting a negligible minority at the Industry level.

2.6. Employment Status

During the course of the Survey, information was also collected regarding employment status of production workers employed directly by the managements (i.e. excluding those employed through contractors). It may be mentioned here that classification of workers into permanent, temporary, etc., are regulated by the Standing Orders framed by the managements of all the four units in pursuance of the Industrial Employment (Standing Orders) Act, 1946.

In June, 1962, out of a total number of 16,403 production workers employed directly by managements, 96.8 per cent. were permanent, 0.2 probationers, 2.4 per cent. casual and 0.6 apprentices. There were no *badli* workers and the proportion of temporary workers was negligible.

2.7. Length of Service

During the course of the present Survey a study of the distribution of workers according to their length of service was made in respect of directly employed 'Production Workers'. The data are presented in Statement 2.2. All the gold mines were maintaining ser-0.2 probationers, 2.4 per cent. casual and 0.6 apprentices. There were no *badli* workers and the proportion of temporary workers was negligible.

STATEMENT 2.2

Percentage Distribution of Production Worker's Employed Directly According to Length of Service (June, 1962)

Length of Service				No. of Workers	Percentage
(1)				(2)	(3)
Under 1 year	..	..	..	1,566	9.5
1 year and above but below 5 years	..	..	..	3,166	19.3
5 years and above but below 10 years	..	..	..	2,771	16.9
10 years and above but below 15 years	..	..	..	3,081	18.8
15 years and above	..	..	..	5,819	35.5
Total				16,403	100.0

The figures show that there was considerable stability of the working force. Nearly 36 per cent. of the workers had a length of service of 15 years or more and an equal number had put in between 5 and 15 years of service. Only about 10 per cent. had less than one year's service to their credit.

2.8. Absenteeism

Data pertaining to absenteeism were collected in respect of production workers employed directly excluding casual, *badli* and unpaid workers. With a view to studying the absenteeism pattern separately for the 'underground' and 'above ground' workers, information was collected separately for these two departments from each mine and is presented in Statement 2.3.

STATEMENT 2.3
Absenteeism Rate * in the Gold Mining Industry
(During 1961-62)

Month		Under-ground	Above-ground	Overall
(1)		(2)	(3)	(4)
July, 1961	.. .. .	14.1	10.8	13.1
August, 1961	.. .. .	13.5	7.7	11.9
September, 1961	.. .. .	14.9	8.8	13.1
October, 1961	.. .. .	12.0	6.3	10.4
November, 1961	.. .. .	13.3	7.9	11.8
December, 1961	.. .. .	13.2	7.6	11.6
January, 1962	.. .. .	14.5	7.9	12.7
February, 1962	.. .. .	19.9	11.6	17.6
March, 1962	.. .. .	18.9	10.6	16.6
April, 1962	.. .. .	17.5	9.2	15.2
May, 1962	.. .. .	17.3	10.8	15.5
June, 1962	.. .. .	18.4	12.4	16.7
Overall	.. .. .	15.6	9.3	13.9

*Percentage of man-days lost to the man-days scheduled to work.

It will be noticed from the Statement that the annual average rate of absenteeism for under-ground workers was considerably higher than for surface workers. This is obviously due to more trying conditions of work below ground. Even though three of the four mines have installed special high-capacity equipments, to cool the air in circulation for the convenience of the workers working below ground, it is reported that the temperature prevailing at relatively greater depths continues to remain quite high. At some places in the neighbourhood of the bottom of the mine the air is excessively hot and particularly those workers who work at these spots find themselves easily exhausted.

It will be seen from figures in columns 2 and 3 of Statement 2.3 that the fluctuations in the absenteeism rates as between different months both in the case of underground and above ground workers were almost identical, i.e., they were high during the period February to June. In the case of underground workers the absenteeism rate was the highest in the month of February (19.9) and the lowest in the

month of October (12.0). So far as surface workers are concerned the rate was the highest in June (12.4) and the lowest in October (6.3). As majority of workers were employed underground, the overall absenteeism rate as well as its fluctuation from month to month is influenced by their figures.

Since no information was generally kept by the managements about the reasons for absences, it has not been possible to collect statistics of absences by causes. However, the general information which could be gathered from various sources indicates that the high rate of absenteeism in February and March could be due to the tendency among workers to avail of their earned leave soon after the start of the new year when they become entitled to it. Heat and custom of celebrating marriages, etc., during the summer months were the factors responsible for the high rate of absenteeism in the months of April, May and June.

Three of the four mines were paying attendance bonus to daily rated production workers with a view to reducing the rate of absenteeism. In order to qualify for the bonus no worker (either employed underground or on surface) could remain absent for more than two days out of the total number of working days in a month. Privilege leave and absence due to medically certified accidents, etc., were not counted as absence for purpose of this bonus. An amount equal to half a day's basic wage, in addition to usual wages, was paid to underground daily rated production workers in respect of the weeks during which they had attended work on all the working days. In the case of others, the bonus was paid at a flat rate of Rs. 1.50 per month.

2.9. Labour Turnover

Data in respect of labour turnover were also collected for the same categories of workers and for the same period as in the case of absenteeism. Statement 2.4 gives the rates of accessions and separations for all the twelve months for underground workers, above ground workers and for 'all workers' separately.

STATEMENT 2.4

Rate of Accessions and Separations (During July, 1961 to June, 1962)

Month	Rate of Accession			Rate of Separation		
	Under ground	Above ground	Overall	Under ground	Above ground	Overall
1	2	3	4	5	6	7
July, 1961	1.5	1.0	1.4	0.8	0.5	0.7
August, 1961	0.9	0.3	0.7	0.6	0.4	0.5
September, 1961	1.0	0.2	0.8	0.5	0.1	0.4
October, 1961	0.8	0.4	0.7	0.5	0.4	0.5
November, 1961	0.9	0.1	0.7	0.6	0.4	0.5
December, 1961	0.8	0.1	0.6	0.3	0.2	0.3
January, 1962	0.6	0.1	0.5	0.5	0.9	0.6
February, 1962	0.4	0.2	0.3	0.5	0.3	0.4
March, 1962	0.3	0.7	0.4	0.5	0.2	0.4
April, 1962	1.1	0.2	0.8	0.6	0.3	0.5
May, 1962	1.4	1.2	1.3	0.8	0.3	0.7
June, 1962	1.0	0.2	0.8	0.8	0.5	0.7
Overall	0.9	0.4	0.8	0.6	0.4	0.5

It would be seen that the overall average accession and separation rates for the industry were very low, being less than 1 per cent. This confirms the conclusion that there was a fair amount of stability of the labour force in the industry. A slightly higher rate of accession indicates that the working force increased to a certain extent during the period and the increase was confined to under ground work-force.

2.10. *System of Recruitment*

At the time of the enquiry conducted by the Labour Investigation Committee, all the employees except technical, administrative and managerial staff were being recruited through the Time Offices in all the mines visited by the Committee. At the time of the present Survey, it was found that of the total number of persons employed in June, 1962 nearly 87 per cent. had been recruited through Labour Offices run by the establishments. Recruitment through departmental heads and employment exchanges accounted for a little less than 7 per cent. and 6 per cent. respectively. It has been reported that children of employees were shown preference in matters of appointment.

2.11. *Training and Apprenticeship*

The Survey has revealed that training and apprenticeship facilities were provided in all the gold mines in the country on an *ad hoc* basis in one or more of the following trades: (a) Fitter, (b) Machinist, (c) Electrician, (d) Welder, (e) Draughtsman and (f) Carpenter.

In three of the four units, apprentices were given training for 5 years. During the period of training, the trainees were paid remuneration ranging between Re. 0.75 per day in the first year and Rs. 1.25 per day in the fifth year. In addition they were paid dearness allowance. Some apprentices were time-rated and they received Rs. 113 per month (consolidated). Guarantee of employment was given to a few trainees in some selected occupations only. These three gold mines had started a school of mining in 1957, which was common to all of them and since that time this school has been providing theoretical and practical training for mining apprentices and foremen. In the remaining unit, the period of training varied from 6 to 36 months depending upon the nature of trade and no remuneration was paid. The training facilities in this unit were, however, available only for the trainees sent by other industrial training institutes and for the relatives of employees. No guarantee of employment was given to the apprentices in this mine.

WAGES AND EARNINGS

3.1. *Wage Revisions*

Wage rates had been standardised in all the four gold mines covered by the Labour Investigation Committee. At the time of their enquiry a very large proportion of surface workers were receiving a daily wage varying from annas six (Re. 0.37) to annas eight (Re. 0.50) and their fortnightly earnings varied from Rs. 10 to Rs. 12. The highest and the lowest average daily earnings of directly employed underground workers (Non-engineering) were the equivalents of Rs. 1.72 and Rs. 1.07 approximately. The average fortnightly earnings of a majority of workers (excluding *mazdoors*) in Engineering Department, who were mostly skilled or semi-skilled, were approximately Rs. 21.25. All the mines were paying dearness allowance and attendance bonus. Besides these, a number of special bonuses were also being paid to workers on the basis of output.

The information collected in the course of the present Survey shows that there has been a substantial upward movement of wages. Data obtained regarding wage revisions show that the wage structure was revised six times during the period 1946—1961. Three of the revisions were effected unilaterally by the managements in a bid to remove dissatisfaction among workers, two were brought about on the basis of agreements between managements and employees and another revision was made according to an Industrial Tribunal Award. In one of the mines, by virtue of an award dated June, 1961 of an Industrial Tribunal wages of workers were revised with effect from December, 1959. Under this award the pay scale of the lowest paid surface workers was revised from Re. 1.00—0.05—1.25 to Re. 1.00—0.12—1.24—0.01—1.25 and in the case of the lowest-paid underground worker from Rs. 1.25—0.12—1.50 to Rs. 1.25—0.12—1.49—0.11—1.60. The minimum cash dearness allowance for all workmen with the basic wage or salary up to Rs. 103 was increased from Rs. 37 to Rs. 40 per month with effect from the beginning of calendar year 1961.

According to the available information, in the remaining three units, the first revision was done in 1946 following prolonged labour strikes. Again in 1947, owing to dissatisfaction amongst workers, the managements of these three mines revised their wage schedule further and increased the minimum and maximum of each grade for daily-rated workmen by two annas i.e. (Re. 0.12) per day and the minimum wage of surface and underground workers was raised to Annas 13 (i.e. Re. 0.81) and Rs. 1-1-0 (i.e. Rs. 1.06) per day from Annas 9 (i.e. Re. 0.56) and Annas 13 (i.e. Re. 0.81) respectively. On demands made by workers, the Mysore Government appointed a Pay Commission in 1948 and a Minimum Wages Committee in 1949 but their recommendations were not given effect to by the managements. In October,

1950, an agreement was reached between the companies and their workmen by virtue of which instead of a fixed dearness allowance of Rs. 17.50 per month they were entitled to get with effect from 1st September, 1950, payment at the rate of Re. 0.2-3 (i.e. Re. 0.14) per point rise above the K.G.F. Working Class Cost of Living Index 100. The gold mining companies even in the face of growing unrest among the workers on the question of wages, unilaterally revised the wage-schedule with effect from 1st January, 1956. The Companies classified the daily-rated workmen into 26 different categories and the monthly-rated into 18 different grades.

Following another industrial dispute between the employers and their workmen in these three mines, the Government of India referred the case for adjudication to the Central Government Industrial Tribunal in August, 1956. The Tribunal revised the wage-scales and regrouped daily-rated workers into 9 categories under 4 broad groups: Highlyskilled, Skilled, Semi-skilled and Unskilled and monthly-rated employees into 5 categories. As a result of the Award the wages of the lowest-paid daily rated underground workers and surface workers were fixed in the pay scales Rs. 1.25—0.05—1.50 and Re. 1.00—0.05—1.25 respectively. The minima and maxima of the scales of pay of the monthly-rated employees were raised by one increment. Consequently, the pay scale of the lowest paid monthly-rated workers was fixed as Rs. 65—5—95. On the basis of a truce agreement reached between the workers and employers, the gold mines ceased to follow the system of linking dearness allowance to the Kolar Gold Field Working Class Consumer Price Index and paid to the daily-rated workers with effect from December, 1961, a fixed sum of Rs. 60.00 per month as dearness allowance. For the monthly-rated workers, the dearness allowance was paid at the rate of 50.5 per cent. of basic salary subject to a minimum of Rs. 60.00 p.m. and a maximum of Rs. 150.00 p.m.

3.2. *Pay Periods*

The usual practice in the industry was to settle wages once in a month. The pay period of nearly 97 per cent. of the workers was a month and only 1.7 per cent. were paid weekly and the rest (i.e. 1.3 per cent.) were paid daily. The weekly or daily paid employees were either casual or contract workers.

3.3. *Earnings*

During the course of the Survey, information relating to man-days worked, and the basic wages, dearness allowance and other emoluments earned by workers during a pay-period preceding the specific date (i.e., 30th June 1962) was collected from all the four units in the industry. Since "production workers" constituted the bulk of the working force, information was collected for such employees separately for men and women. The following Statement 3.1 shows the average earnings of all workers and production workers separately for those employed underground and on the surface.

STATEMENT 3.1.

Average Daily Earnings of Workers in the Gold Mining Industry
(June, 1962)

(In Rupees)

All Workers*	Production Workers								
	Underground			Above ground			Overall		
	Men	Women	All	Men	Women	All	Men	Women	All
1	2	3	4	5	6	7	8	9	10
	5.78	5.54	5.54	5.27	3.80	5.22	5.46	3.80	5.44

*All workers covered under the Mines Act, i.e., Technical, Administrative, Production (including Supervisory), Clerical (including Supervisory) and Watch and Ward employees including Contract labour.

The average daily earnings of a worker in the Gold Mining Industry was Rs. 5.78 during June, 1962. The earnings of production workers worked out to Rs. 5.44 per day. Those who were employed underground earned on an average Rs. 5.54 per day as against Rs. 5.22 earned by surface workers. Women were employed only on the surface. Their earnings were Rs. 3.80 as compared to Rs. 5.27 earned by men employed on surface. The lower earnings of women were mainly due to the less taxing items of work allotted to women workers.

3.4. Lowest-paid Production Workers

During the course of the Survey, earnings data were also collected in respect of workers in the lowest paid occupations. Generally mazdoors, oilers, cleaners, bell men, door-men and pump-men were the lowest paid workers in the industry. The average daily earnings of this group of production workers in June 1962 were Rs. 4.03 as against Rs. 5.44 for all production workers and Rs. 5.78 for all workers. There was considerable disparity in the earnings of lowest paid workers employed direct and those employed through contractors. The average daily earnings of former were Rs. 4.29 as against Rs. 1.22 for the latter.

3.5. Earnings of Clerical and Watch and Ward Staff

Data were also collected concerning earnings, without break up by components, of clerical employees and persons belonging to the group 'Watch and Ward and Other Services'. The average daily earnings of 'Clerical and Related Workers' (including supervisory staff), and the persons belonging to 'Watch and Ward and Other Services' were Rs. 11.14 and Rs. 5.28 respectively. It was noticed that the average earnings of 'Clerical and Related Workers' were higher than those all workers, production workers and watch and ward staff. The average earnings of watch and ward workers were lower than those of production workers but higher than those of the lowest paid production workers.

The following statement 3.2 gives details regarding the components of earnings of workers in the industry.

STATEMENT 3.2

Average Daily Earnings by Components of 'All Workers' in the Gold Mining Industry

(in Rupees)									
Basic Earnings (Basic Wages and D.A. or Consolidated Wages)	Production/Incentive Bonus	Night shift Allowance	House Rent Allowance	Transport Allowance	Overtime pay	Food-grain concession	Other cash Allowances	Money value of Concessions in kind	Total
1	2	3	4	5	6	7	8	9	10
5.11 (88.4)	0.18 (3.1)	*	..	*	0.26 (4.5)	0.04 (0.7)	0.18 (3.1)	0.01 (0.2)	5.78 (100.0)

*Less than Re. 0.005.

NOTE—Figures within brackets are percentages.

3.6.1. Basic Earnings

Basic earnings, i.e., basic wages and dearness allowance accounted for as much as 88.4 per cent. of the total earnings of the workers in the Gold Mining Industry in the country. At the time of the Survey, all the four units in the industry paid a separate dearness allowance to their employees. In three of the four units, all daily-rated workers were paid dearness allowance at the rate of Rs. 60 p.m. and in the case of the monthly-rated employees 50.5 per cent. of the basic wages subject to a minimum of Rs. 60 and a maximum of Rs. 150 per month was paid as dearness allowance. For covenanted officers, who were pre-nationalisation entrants, the rate of dearness allowance was 30 per cent. of basic pay subject to a maximum of Rs. 250 per month. In addition, they were paid Rs. 75 per month for wife, Rs. 30 each for first two children and Rs. 15 for the third child. For post-nationalisation entrants, the rate of dearness allowance was 20 per cent. of basic pay. In the fourth unit, the payment of dearness allowance was based on income slabs and the amount ranged between Rs. 40 per month in the case of those getting up to Rs. 103 and Rs. 170.76 in the case of those getting Rs. 857.39 or more per month.

3.6.2. Production/Incentive Bonus

The system of paying production/incentive bonus existed in all the mines. Such a bonus was being paid to workers who were directly connected with production processes, e.g., driving and cross-cutting, sinking winzes, stripping, stopping, clearing and trammings, pack-walling, sand-stewing and hoisting. Generally certain norms were fixed for each of the items of work after taking into account the toughness of the job, skill required, conditions under which work was to be performed and bonus was paid if the norms were fulfilled. During June, 1962 such bonus constituted 3.1 per cent. of the total earnings.

3.6.3. *Night Shift Allowance*

The system of paying night shift allowance was almost non-existent in the industry. Only in one unit this allowance was being paid and in that unit too, the allowance was payable only to sweepers working in the hospital run by the establishment. Consequently, the average daily earnings of workers in the industry, as a whole, was negligible.

3.6.4. *House Rent Allowance*

The practice of paying house rent allowance was not in vogue in any of the four units of the industry.

3.6.5. *Transport or Conveyance Allowance*

The Survey results show that 3 out of the 4 units were paying transport/conveyance allowance at the rate of Rs. 85 per month only to the administrative heads of the establishment. Since only a few employees enjoyed this benefit, the share of this component to the total earnings was insignificant.

3.6.6. *Over-time Pay*

Payments made for over-time work were reflected in the earnings of workers in all the units and constituted 4.5 per cent. of the total earnings in the industry, as a whole.

3.6.7. *Foodgrains Concession*

One of the four gold mines in the country had made arrangements for the supply of foodgrains to workers at concessional rates. In the Industry, as a whole, this item accounted for about 1 per cent. of the workers' earnings.

3.6.8. *Other Cash Allowances*

All the units in the industry had a system of paying a number of allowances to their employees. The total contribution made by such allowances accounted for slightly more than 3 per cent. of the workers' earnings. However, except in the case of attendance bonus, the individual contributions made by such allowances to the total earnings were insignificant as these allowances either summed up to relatively insignificant amounts or were restricted to only a few categories of employees.

With a view to reducing absenteeism three of the four units were paying attendance bonus at the rate mentioned in para 2.8 in Chapter II. This component accounted for about 2 per cent. of the total earnings. An amount of Rs. 10 per annum was being paid as clothing allowance in three units to all underground workers who worked for 270 days in a year. In the remaining unit, this allowance was payable at the same rate to all underground workers who worked for 260 days in a year. In three of the four units, a rescue bonus was being paid at rates ranging from Rs. 7.50 to Rs. 30 to different categories of workers who were selected for training and who were regularly attending practices at the rescue station. In these three units, workmen who passed the first-aid examination held every year, were entitled to a first-aid bonus of Rs. 10 per annum. In all the four units surveyed, officers who had been allotted bungalows were paid a

bungalow allowance. The rate of this allowance varied from Rs. 50 to Rs. 200 in three units and from Rs. 61 to Rs. 274 in the remaining unit depending upon the status of the officers. In one of the four units, an underground allowance calculated at the rate of 25 per cent. of basic pay was paid to surface workers in respect of the days on which they were required to work underground. Shift-in-charge allowance, car allowance, overseas allowance, Assistant Superintendent's allowance, heavy duty allowance, ambulance allowance, *dhobi* allowance, comptist allowance, X-ray allowance and soil clothing allowance were some of the other allowances paid to employees in the industry. Since the payment of these allowances were restricted to only a few workers, the sums paid separately in each of them were so insignificant that they were not reflected in the all-India figures in Statement 3.1.

3.7. *Annual Bonus*

The Labour Investigation Committee reported that at the time of their enquiry none of the gold mines visited by them were having any system of paying profit bonus or any other type of annual bonus to employees. In contrast to the situation then, it was found that when the present Survey was conducted all the four gold mining establishments were paying annual bonus to their workers. In none of these units, however, there was any regular scheme but each year payment was made on the basis of voluntary agreements between workers and managements in the light of the year's profits. In three units bonus was paid to all employees except covenanted officers and in the remaining unit to all the categories of employees. Only one unit prescribed a qualifying condition of at least three months' service during the bonus year. The rate of payment varied depending upon the profits. For the year ending 31st March, 1962, three of the units paid 26 days' basic pay as bonus to all their employees except covenanted officers. The fourth unit paid two months' basic wages to workers and one month's basic pay to officers.

3.8. *Fines and Deductions*

Three of the four units in the industry were imposing fines. All of them had exhibited lists of acts of commission or omission for which fines were imposed. The lists in all the three units had been approved by the appropriate authorities. All of them were maintaining fines registers as required under the rules and the fines imposed were within the limits prescribed by the Payment of Wages Act. The amounts recovered in the form of fines were utilised for making compassionate grants to employees involved in accidents (other than those falling under the Workmen's Compensation Act) or in cases of illness for which no compensation is generally admissible. They were also used for paying scholarships to deserving sons of low-paid employees for higher education and for charitable purposes intended generally for the benefit of the employees.

Deductions were being made by all the units and they were in conformity with the provisions of the Payment of Wages Act.

WORKING CONDITIONS

4.1. *Shifts*

When the Labour Investigation Committee conducted their enquiry they found that the mines in the industry surveyed by them were working a general shift of 9 hours and 3 shifts of 8 hours each in the continuous process departments. There was a system of weekly change-over of shifts in all the mines. At the time of the present Survey also all the 4 units were working three shifts. One of these was a night shift. There was a regular system of transferring workers from one shift to the other in all the units and the change-over was effected once in a week.

4.2. *Hours of Work*

The scheduled hours of work in all the mines were 8 per day and 48 per week for all workers, whether working on the surface or underground or whether employed in night shift or day shift. However, in three of the mines, persons engaged on exploration work were required to work only 7 hours per day and 42 hours per week. Contract Labour was engaged only in exploration departments and their hours of work were only 6½ per day and 39 per week.

In the electricity department common to three mines and in one of those three mines the shifts of the above-ground workers had a spread-over of 9 hours with one hour's rest interval. For a small proportion of underground workers (called day shift workers) in three of the mines the spread-over was 9 hours with a rest interval of one hour on week days and 7 hours with a rest interval of half-an-hour on Saturdays. For all the remaining directly employed workers in the industry the spread-over was 8 hours without any rest interval.

4.3. *Dust, Fumes and Heat*

Mining operations such as blasting, drilling and mucking give off considerable quantities of fine dust the inhalation of which can prove hazardous to workers' health. Gold mines are generally honey-combed with a maze of intricate workings and pathways and there are innumerable points of origin of dust, both at the workspots and along the pathways. With a view to minimising dust the managements were resorting to wet drilling and damping of rocks with water. For arresting and eliminating dust they had installed exhaust fans and dust-traps. Once in six months dust-sampling surveys with the aid of thermal precipitator and other modern equipments were also being conducted. They had also made arrangements for chemical analysis of dust with a view to detecting the presence of injurious substances, if any, and taking the necessary precautionary measures.

Presence of fumes was noticed in such operations as smelting in the metallurgical plant and blasting in the mining operation. It is reported that effective local and general exhausts had been installed in all the mines in order to reduce the hazard to the minimum.

A problem peculiar to ultra-deep mining is the high temperature that exists underground. At depths exceeding 10,000 feet the rock temperature is above 150° F. At the time of the present Survey, three of the four mines were working at great depths and problems of extreme heat at work-places were common to all of them. Four air conditioning plants, with an aggregate capacity of one million cubic feet of dry, cold air per minute, had been installed at the surface. Gargantuan compressor fans (down-way) and suction fans (up-way) and a number of local exhaust fans at various spots in the mine were regulating the ventilation circuits below ground.

4.4. *Fires and Rock-bursts*

The timber used underground is rapidly dried up by the hot ventilating air and its high inflammability constitutes a special danger. Three of the four gold mines in the country were very deep and hence remained exposed to fire risks. The managements had taken steps for giving timely warnings in case of out-break of fire and for bringing underground workers to the surface promptly. They had, as required by the Mysore Gold Mines Rules 1952, a specially-trained and equipped fire-brigade for putting out or sealing the fire. The network of pathways and work-places below ground were found to have been systematically divided into fire zones and were fitted with steel fire doors. There were also well-thought-out plans for changing the ventilation circuits in case of fire. The mines had embarked on a project of reducing the use of timber by resorting to sand stowing with a view to minimising the frequency and severity of underground fires.

The unusually varied and complex nature of the rocks in the Kolar Gold Field and the great depths at which mining work was being carried on had, in combination with each other, given rise to hazards known as rock-bursts. The pressure developed by the rocks adjoining to work-spots gets itself escalated as a result of a series of chain reactions and culminates into a rupture resembling an earthquake of a mild intensity. These occurrences are known as rock-bursts and the heavy toll of human lives that outbreak of rock-bursts had claimed in the past indicates the disastrous consequences of this natural phenomenon. Efforts to devise fool-proof method by which the occurrence of rock-bursts may be foreseen had not borne fruit. However, intensive research work and detailed investigations on the subject were being carried on in Kolar Gold Field. In all the three mines, careful thought was given to proper stopping, especially in regions of weakness with a view to minimising the rock-burst risk.

4.5. *Conservancy*

Adequate number of latrines had been provided in all the units. For surface workers, one of the units had provided water-borne sewer type latrines, two units had water-borne septic tank type and one unit had only dry type pans. In all the mines only dry-type service latrines were provided underground. They were fitted with pans everywhere except in one mine. Similarly, only in one mine latrines were of temporary construction. In the other three they were *pucca* built. Everywhere latrines were properly screened to provide privacy and fitted with water taps. Their floors were impervious and walls were plastered. In all the mines separate arrangements had been made for women. Adequate arrangements existed for keeping latrines in a sanitary condition.

Urinals were, however, provided by three out of the four mines covered in the Survey. In the remaining mine, the workers were evidently using latrines for the purpose. The construction of urinals was temporary in one and *pucca* in the other two. None of the mines had made separate arrangements for women. The floors of urinals were impervious and walls plastered in all the three mines.

4.6. *Leave and Holidays*

At the time of the enquiry of the Labour Investigation Committee the mine owners were under no statutory obligation to grant leave with pay. Nevertheless, it was found by the Committee that all the gold mines visited by them had the system of allowing earned leave as well as sick leave with pay. There is no mention in their report of other types of leave. Since 1952 workers were entitled to annual leave with pay under the provisions of the Mines Act. There is still no legal provision for the grant of other types of leave. However, it was found that various other types of leave with pay were being granted by the managements of all the mines. The details are given below.

4.6.1. *Earned Leave*

As already mentioned, three of the gold mining companies were having the system of granting annual leave to their employees even as early as 1944-45. The Labour Investigation Committee recorded in their report that the number of days of leave ranged from 7 to 21 depending upon the number of days of attendance.

The results of the present Survey indicate that the rules governing the grant of earned leave in these three mines have been liberalised in certain aspects with the passage of time. At the time of the Survey, underground daily-rated workers in three of these gold mines were entitled to 6 days' and 8 days' leave for 250 and 252 days' attendance respectively in the course of a calendar year. Each further increase of 3 days' attendance earned 2 days' leave for the worker. The workmen who worked 270 days or more in a year were entitled to a maximum of 20 days' leave. The following was the schedule of earned leave applicable to above-ground daily-rated workers.

Number of days of attendance in a calendar year	260	261 to 263	264 to 266	267	268 270 or more
Number of days of leave	6	7	8	11	13

The Mines Act, 1952 has made it obligatory on the part of employers to grant annual leave with wages to each worker at the rate of one day for every 20 days of work performed by him. In the case of workers employed below ground, leave is to be allowed at the rate of one day for every 16 days worked. The earned leave rules applicable to daily-rated workers in all these three mines, if considered in isolation appear to be less favourable to workers in regard to number of days of leave admissible to them and other qualifying conditions as compared with the provisions of the Mines Act. It will, however, be seen that the practice of granting non-statutory sick-leave with pay in addition to earned leave, which is in vogue in all these three

mines, places the employees in a more advantageous position. The above scheme for leave is in operation in all the three mines with the approval of the authorities concerned.

In the fourth mine, where also the practice of granting earned leave was in vogue, the daily-rated workers were allowed earned leave in accordance with the provisions of the Mines Act with the relaxation that those who work for more than 266 days or more than 279 days were entitled to 19 and 21 days of leave respectively.

Monthly-rated workers in all the four mines in the industry were enjoying better leave facilities as compared with the daily-rated. In three mines, they were entitled to 21 days' annual leave on completion of the minimum number of days of work as stipulated in the Mines Act. In the fourth mine, such employees could qualify themselves for earning a maximum of 21 days' leave by attending to work on 275 days in a calendar year.

In regard to payment of wages during the leave period, all the four mines were reported to be following the provisions of the Mines Act.

Information in respect of number of workers who were granted leave during the calendar year 1961 and the extent of leave enjoyed by them was also collected during the Survey. The results show that about 94.4 per cent. of the average number of workers employed in 1961 availed themselves of earned leave. The percentage distribution of workers granted leave according to the period of leave enjoyed was as follows:

Number of days of leave availed								Percentage
Up to 5 days	..	..	..	..	..	..	..	0.3
Over 5 and up to 10 days	..	..	..	..	..	..	..	3.3
Over 10 and up to 15 days	..	..	..	..	..	..	..	25.3
Over 15 and up to 20 days	..	..	..	..	..	..	..	48.8
Over 20 and up to 25 days	..	..	..	..	..	..	..	7.8
Over 25 and up to 30 days	..	..	..	..	..	..	..	3.6
Over 30 days	..	..	..	..	..	..	..	0.4

4.6.2. *Casual Leave*

4.

There is no mention in the report of the Labour Investigation Committee about the system of granting casual leave in any of the gold mines covered by them. The results of the present Survey also show that none of the units in the industry had any practice of granting casual leave to their employees.

4.6.3. *Sick Leave*

The Labour Investigation Committee had reported the existence of practice of granting sick leave with pay to employees in all the mines visited by them. At the time of the present Survey also such a practice existed in all the mines. In three of the four gold mines, the

daily-rated workers were granted sick leave ordinarily up to a maximum of 72 days with $\frac{3}{4}$ ths of basic pay plus full dearness allowance a year. Monthly-rated employees could abstain from work on account of illness certified by the Company's medical officer for a maximum period of one month without loss of pay. The limit, however, could be relaxed by the Head of the management of the mine and he at his discretion could grant sick leave with pay normally up to a maximum of three consecutive months. However, in exceptional cases, he had the discretion to allow payment for periods in excess of three months. In the fourth unit, sick leave was granted to officers up to a maximum of 45 days in a year. All other employees were eligible for 25 days' sick leave with full pay in a year, if working underground and 17 days' leave with full pay if working above-ground. In addition to the above, workers in special cases were allowed extra leave for 42 days with $\frac{3}{4}$ ths of basic wages and full dearness allowance and for an additional 26 days' leave on half basic wages and full dearness allowance in a year.

4.6.4. *National and Festival Holidays*

There is no mention in the report of the Labour Investigation Committee about the system of allowing national and festival holidays in any of the gold mines covered by them. At the time of the present Survey all the mines were granting such holidays with pay. In one of the mines all employees were allowed 5 full holidays and 8 half holidays with pay in a year. In the remaining three units, in addition to 5 full holidays for all employees, the Hindus were granted 6 half holidays and the Muslims 3 full holidays during a year. No conditions were attached for claiming pay and allowances for such holidays in any of the four establishments in the Industry.

4.6.5. *Weekly Offs*

All the gold mines in the country were complying with the provisions of the Mines Act regarding the grant of a weekly day of rest to workers. However, in all the units, only monthly-rated employees were enjoying such offs with pay. Evidently, this was so because the law has not made it obligatory to make payment for such offs.

CHAPTER V

WELFARE AND AMENITIES

The human approach to the problems of industrial labour has been increasingly in evidence in all countries, including India, for the last few decades. Various Committees and Commissions appointed from time to time, for enquiring into the working conditions of industrial labour in India have never failed to pin-point the urgency and utility of ameliorative measures for promoting the welfare of the workers. Government legislation has been quick in response and the various enactments passed thereby have gone a long way in improving the lot of the working class. Besides facilities provided in compliance with the law, there are many items of welfare which some of the employers have voluntarily undertaken for the benefit of their employees. Apart from humanitarian considerations, the importance of the provision of welfare amenities has been increasingly recognised from the point of view of preservation of the efficiency of workers which, in turn, contributes to higher productivity.

During the present Survey, an attempt was made to assess the extent to which the gold mines in India had actually provided welfare facilities to their workers. The information collected in respect of various welfare activities (both obligatory and non-obligatory) is presented in the following paragraphs.

5.1. *Drinking Water Facilities*

Suitable arrangements for the supply of drinking water were found to be existing in all the gold mines in the country. Such facilities were in the form of water taps. The Mines Act, 1952 prohibits the location of any drinking water point within 20 feet of any washing place, latrine or urinal. It was found during the course of the Survey that in none of the gold mines the drinking water point was situated within the prohibited distance.

5.2. *Washing Facilities*

Provision of washing facilities in gold mines is not mandatory. However, it was found that such facilities had been provided in all the mines.

5.3. *Bathing Facilities*

The Mines Act, 1952 does not require the employers of gold mines to provide bathing facilities to workers. It was, however, observed during the course of the Survey that in three mines a number of shower baths had been provided near the shaft tops for the use of underground workers.

5.4. *Canteens*

Every mine employing 250 or more persons is required to provide a canteen, if ordered by the Chief Inspector or Inspector of Mines to do so.

The Survey results show that only three of the four mines had provided canteen facilities even though all the four establishments in this industry were statutorily obliged to do so. At the time of enquiry the fourth mine had a building ready for being used as a canteen and was expecting to provide this facility to workers within a period of three months.

Items sold were tea, coffee, snacks as well as meals in two canteens and in the remaining only tea, coffee and snacks were served. Prices of items sold were fixed by Canteen Managing Committee in all the three units and a list containing the names and prices of items was found to be displayed in all the canteens. Two of the units having canteens were regularly paying subsidies to meet losses incurred in running canteens. In all the canteens, items were sold on a 'no-profit and no-loss' basis. Of the three canteens, two were run by management, and the third by a contractor.

The location and hygienic conditions of all the canteens were found to be quite satisfactory. All the canteens were located in clean surroundings and away from the workplaces. They appeared to be white-washed frequently and edibles were kept properly covered. More than one third of the total number of workers employed in the mines having canteens were using the canteens daily.

5.5. *Lockers*

Gold Mines in the country are not under any statutory obligation to provide lockers and none had provided them.

5.6. *Rest Shelters*

The rules framed under the Mines Act require every mine, employing 150 or more workers on any day of the previous calendar year, to provide rest shelters of the specified standard. These mines which run a canteen as laid down under the law are, however, exempted from providing a rest shelter. However, it was found that rest shelters had been provided by all the mines though three of them had canteens and hence were not legally obliged to do so. The number of rest shelters provided and maintained in the individual units ranged between 2 and 5. It was observed during the course of the Survey that the rest shelters were generally maintained in a tidy condition with satisfactory arrangements for lighting, ventilation and supply of wholesome drinking water. In three units, the rest shelters were adequately furnished and in the remaining unit, no furniture had been provided in the rest shelters.

5.7. *Creches*

At the time of the enquiry by the Labour Investigation Committee no creche facility existed in any of the three mines surveyed by them probably because the management were not under any legal obligation. Since then the Mines Act has made it obligatory for mine managements to provide creche facility for the use of children under the age of six belonging to women employed in mines. The Mine Creche Rules, 1959, prescribe the standard of construction of creche buildings and the items to be supplied to children.

As mentioned earlier, all the four gold mines employed women and all of them had provided creche for the use of children. In fact, one of the mines had provided two creches. Toys, clean clothings, towels, soap, milk and refreshments were supplied in all the creches to children attending them. It is reported that the standard of creche facilities was quite satisfactory in all the establishments. Creches were located in congenial surroundings and the buildings used for the purpose were found to be in conformity with the prescribed standards. They were well lighted and ventilated and maintained scrupulously clean.

5.8. Medical facilities

As a striking contrast to the general conditions prevailing in most of the industries in the country at the time the Labour Investigation Committee conducted their enquiry, adequate medical facilities were available in all the gold mines surveyed by the Committee. In fact, the Committee recorded, with some measure of satisfaction, the existence of a well-equipped hospital and five Maternity Homes for the common use of workers employed in all the three gold mines visited by them. At the time of the present Survey also all the mines were found to have made elaborate arrangements for providing medical aid to their employees. Three of the gold mines, which were under one management, had a common hospital for providing medical relief to all workers and their families. The hospital was a large and a well-equipped modern establishment. It had in-patient wards with 230 beds and was equipped with three X-ray apparatus, two operating theatres and a bacteriological and pathological laboratory. It was under the charge of a highly qualified Chief Medical Officer who was assisted by 12 other doctors, a matron, 25 nurses, 11 technical staff members such as radiographers, laboratory-technicians, physiotherapists and 153 others. It was reported that the hospital extended free medical and surgical service to more than 25,000 persons annually. In addition to the hospital, there were two dispensaries to cater to the needs of the dependents of workers numbering about 60,000. Each of these dispensaries was found to be functioning with one full-time doctor, one part-time doctor and 5 staff members to assist the doctors. Four free maternity homes, staffed with qualified mid-wives and health visitors were also maintained by the mines. The lady medical officers appointed in the hospital were attending to ante-natal clinics in these maternity homes. Ensuring of proper sanitary condition of the mining areas and housing colonies, inspection of provision shops and sources of supply of milk and water, employing of effective methods for preventing and checking epidemics, etc., were some of the other routine duties of the staff of the medical department.

In the fourth unit there was a full-fledged hospital with two doctors and 22 other staff. The hospital had a maternity ward also for the use of the workers' families.

5.8.1. Ambulance Rooms

The Mines Rules require every mine employing 500 or more persons to provide and maintain an ambulance room of the prescribed standard. However, those mines which maintain an adequately equipped hospital or dispensary are exempt from this provision. Since all the mines had hospitals, none had any separate ambulance room.

Adequate number of stretchers were being kept ready at different points of each mine and workers who suffered any injury during the course of work were, after being given first-aid, etc., removed to the mine hospital. For attending to minor injuries there were small dressing rooms in the mines.

5.8.2. *First-Aid*

The Mines Rules, 1955, prescribe the number of first-aid boxes and also their contents to be maintained in every mine. The Survey results show that in all the units in the industry, adequate number of well-stocked first-aid boxes were being maintained and all the boxes were kept under the charge of fully-trained persons at places easily accessible to workers. All the first-aiders had received training from the St. John's Ambulance. The Mysore Gold Mines Rules, 1952, lay down that every underground mining official, should carry, while on duty, a water proof box containing materials for first-aid. All the gold mines complied with this regulation.

5.9. *Recreation Facilities*

The importance of providing proper facilities to workers for their recreation and healthy enjoyment of leisure has long been recognised. The gold mining establishments were among the first in India to provide such facilities to workers. Even as early as 1944-45 when the Labour Investigation Committee conducted their enquiry, there were a large number of recreation clubs with facilities for indoor and outdoor games, dramatic performances and cinema shows. Information collected during the course of the present Survey reveals that increasing attention continued to be paid by all the gold mining establishments to this sphere of activities. There were 14 recreation clubs in the Kolar Gold Field and two such clubs in Hutti. Football, hockey, volley-ball, cricket, ball-badminton and carrom, table-tennis, chess, etc. were generally the games played. Film shows, dramas and other social and religious functions were organised occasionally in these centres.

Information collected during the course of the Survey shows that all the four units were subsidising the expenditure of these clubs either by giving *ad-hoc* grants or contributing amounts from their welfare funds. All the clubs were raising subscription from workers and the recreation facilities at these centres were available for the subscribers only. In the clubs organised by two units the subscription rate was Re. 0.25 per month for all workers. The clubs run by another unit collected one rupee from the monthly-rated employees and Re. 0.25 from the daily-rated workers. In the club run by the fourth unit for workers the subscription rate was Re. 0.50 per month. The activities of these clubs were managed by Committees consisting of one to four representatives from the employers' side and six to ten elected representatives of the workers.

5.10. *Educational Facilities*

At the time of enquiry conducted by the Labour Investigation Committee, primary education was imparted to workers' children free of charge in the primary schools subsidised by the mines and night schools were run by the managements for the benefit of workers.

The present Survey results show that one of the four mines in the country had provided educational facilities for its workers in the form of adult education in three night schools. The total number of workers educated in these night schools during the year 1961 was 95 and the number of students on roll as on 30th June, 1962 was 73. Arrangements for the education of workers' children were also found to have been made in three gold mines. These three mines had provided school buildings and were giving other facilities as well as regular monetary grants to certain school authorities. Two of these three mines, in addition to helping other schools, were themselves running schools for the benefit of workers' children. One mine was maintaining a middle school and two primary schools and another mine was running two primary schools. As on 30th June, 1962, there were about 1,900 children receiving education free of charge in the schools run by the mines and about 95 per cent. of these children were of miners. There was, however, no system of paying any scholarships to workers' children. No books or stationery items (e.g., slates, pencils, etc.) were being supplied free of cost to the children attending the schools.

5.11. *Transport Facilities*

None of the mines provided any transport facilities to their employees probably because majority of the workers lived not very far from their work-places.

5.12. *Other Amenities*

Co-operative institutions were found to be functioning in all the four units in the industry during the course of the Survey. In the industry, as a whole, nearly 13,000 employees out of about 20,000 workers or 65 per cent. were members of one or the other co-operative society. Monetary aid to members by way of loans on share capital, supply of provisions, clothes, food grains and other items of day to day necessity on short-term credit, provision of savings and fixed-deposit facilities were the features of the co-operative societies in three of the four units. The activities of the co-operative society in the fourth unit were confined to supply of provisions, food grains, etc., to members on short-term credit. It was found during the course of the Survey that all the co-operative stores in the industry were selling articles at a price which was below the prevailing market price.

Three of the four units in the industry also had a common dairy farm. Pure pasteurised milk, butter, cheese and cream were made available to employees of the three mines by this dairy. In these three units, butter-milk was supplied free of cost to underground workers at the end of their morning shift.

All the units were reported to be providing protective clothings and equipments to workers. In one unit, bamboo head-covers were supplied free of cost to all underground workers. The remaining units were supplying bamboo or fibre hats, goggles and boots to workers at subsidised prices and issuing gauntlets and safety-belts free of charge for the use of all workers. In all the mines workers who were obliged to work near furnaces were provided with asbestos aprons and gloves free of cost.

5.13. Housing Facilities

The Labour Investigation Committee visited only three gold mines in the Kolar Gold Field. They had reported that on the whole, considerable attention had been paid by the management to housing of employees. In 1944 nearly 76 per cent. of the employees had been provided houses. The Committee observed that though the housing colonies were well laid-out and maintained in a clean and sanitary condition a great deal still remained to be done for increasing and improving the accommodation which had been provided.

Information collected during the course of the present Survey show that all the four gold mining establishments in the country had provided housing facilities to workers. A phased programme for the progressive improvement of housing and for the replacement of flimsy bamboo houses by new houses of concrete construction and erection of additional *pucca* houses, was implemented at a considerable cost during the past ten years. Of the 14,474 houses allotted to workers, 10,932 (75.5%) were one room tenements, 1,757 (12.1%) had two rooms, 706 (4.9%) were three-roomed and the remaining 1,079 (7.5%) had more than three rooms.

Generally, the houses with three or more rooms were allotted to administrative and technical officers of the mines and other monthly-rated employees and the remaining houses (which formed the predominant majority) were meant for daily rated 'production workers' and 'watch and ward' staff. So far as the workers (i.e., all employees other than officers) are concerned, the house rent varied from Re. 0.25 to Rs. 5.00 per month. In three of the four units, sanitation workers had the benefit of free quarters which were generally one-roomed. Information collected during the Survey shows that about 45 per cent. of the houses were of *pucca* construction and the remaining were bamboo *thatti* houses. Nearly 72 per cent. of the total number of workers employed in the industry had been provided houses.

The labour colonies were self-contained units with shops, *dhobikhanas*, cattle sheds and other amenities. The streets of the colonies were lit by electric light, and pure drinking water was available at numerous stand pipes. The mines had engaged a separate conservancy staff for maintaining the cleanliness of the colonies.

None of the mines were providing any facility whatsoever to their employees for building their own houses.

CHAPTER VI

SOCIAL SECURITY

At the time of the enquiry conducted by the Labour Investigation Committee, workers employed in gold mines visited by the Committee were not only enjoying security in cases of industrial accidents and getting maternity benefits but receiving gratuity on a voluntary basis from managements. Some of the workers were also enjoying the benefit of provident funds. Thus, as compared to employees in various other industries they were better placed. Since then there has been further improvement in the matter of social security enjoyed by workers in this industry. The position as existing at the time of the present Survey is discussed in the following paragraphs.

6.1. *Provident Funds*

All the gold mines surveyed by the Labour Investigation Committee had provident fund schemes. The benefit of such schemes was, however, restricted to those getting Rs. 150 or more per month and thus the majority of workers remained outside the purview of the provident fund schemes.

Information collected at the time of the present Survey shows that the units in the industry had instituted provident fund schemes prior to 30th November, 1957, the date of extension of the Employees' Provident Funds Act, 1948, to this industry. In three of the four units a provident fund scheme, known as the 'First Provident Fund Scheme', was instituted in January, 1924 for the benefit of (a) the covenanted Officers/Employees, and (b) the employees serving under a Letter of Appointment. The 'Second Provident Fund Scheme' was started by these three units in July, 1940 for the benefit of their employees receiving not less than Rs. 150 per month as salary or wages. This was bifurcated with effect from May, 1956, into the following two Schemes: (i) "The Second Provident Fund Scheme—Section B" covering employees in receipt of basic salary or wages together with dearness allowance of not more than Rs. 500 per month but not less than basic salary or wages of Rs. 150 per month, and (ii) "The Second Provident Fund Scheme—Section A" for the benefit of employees in receipt of salary or wages exceeding Rs. 500 per month. In these three gold mines, another scheme known as the "Third Provident Fund Scheme" was instituted in January, 1946, to cover employees in receipt of basic salary or wages less than Rs. 150 per month.

In the fourth establishment in the industry, there were two provident fund schemes in operation at the time of the present Survey. One scheme, which covered casual workers who had put in 240 days' service, monthly-rated workers and permanent daily-rated workers, had been instituted in April, 1948. Another scheme, which had been put in operation in April, 1959, applied to all employees whose salary exceeded Rs. 500 per month. Thus in this unit also, the provident fund schemes had been instituted prior to the enforcement of the Employees' Provident Fund Act, 1948.

As already explained, there of the four units in the industry, were operating their contributory provident fund schemes under the name set of rules. There were, in all, four different types of provident fund schemes in each of these three mines. Under the "Third Provident Fund Scheme", which covered the majority of workers in these three units, the rate of workers' contribution was $6\frac{1}{4}$ per cent. of basic wages and 50 per cent. of dearness allowance including cash value of food concessions. An equal amount was contributed by the employers. It was, however, provided in the Scheme that, if the employee so desired, he could be permitted to contribute an amount not exceeding $8\frac{1}{4}$ per cent. of his basic wages or salary and 50 per cent. of the dearness allowance including cash value of food concessions. However, the employer's contribution continued to be the same. In the fourth unit in the industry, the rates of employees' contribution prescribed in the provident fund scheme, which covered the majority of workers, were $6\frac{1}{4}$ per cent. and $8\frac{1}{4}$ per cent. of basic wages, dearness allowance and cash value of food concessions for the daily-rated and the monthly-rated employees respectively. An equal amount was contributed by the employer. A provision enabling the employees to contribute up to $8\frac{1}{4}$ per cent. of basic wages, dearness allowance and cash value of food concession, similar to the one in the 'Third Provident Fund Scheme' operated by the remaining three units, existed in this scheme as well.

The data collected show that 19,708 workers i.e., 96.3 per cent. of the total employed in all the four mines on 30th June, 1962 were members of the provident fund schemes.

6.2. Pension Schemes

No mention about the existence of pension schemes in any of the gold mines in Kolar Gold Field, was made in the report of the Labour Investigation Committee. At the time of the present Survey, however, 3 of the 4 units were paying pension to covenanted employees only on their retirement after completing 15 years of continuous service. The pension was paid at the following rate.

$$\frac{1}{3} \times \frac{\text{Number of years of continuous service}}{30} \times \text{Average monthly basic pay during the three years preceding the date of retirement.}$$

Information collected during the course of the present Survey shows that on 30th June, 1962, there were in all 155 retired employees receiving pension from the three establishments.

6.3. Gratuity Schemes

The Labour Investigation Committee covered only three gold mines and all these mines had gratuity schemes at that time. When the present Survey was conducted all the mines had gratuity schemes for their employees. The schemes were identical in all the mines with the difference that in three units those workers who were entitled to pension were not entitled to gratuity. In the remaining unit

which was not having any pension scheme, the gratuity scheme covered all workers. Under these schemes gratuity was payable in the event of death, discharge on medical grounds, voluntary retirement because of disability caused by ante-primary Silicosis or retirement on reaching the age of superannuation, i.e., 55 years in the case of underground workmen and 60 years in the case of surface workers. The rate of payment was half a month's basic wage or salary for each year of service subject to a maximum of 390 days' basic wages in the case of daily-rated employees and 15 months' basic pay in the case of others. The qualifying period of service for receiving gratuity in the case of voluntary retirement or resignation was 15 years' service for surface workers and 12 years' service for underground workers. For other contingencies no such condition was prescribed.

The Survey results show that 862 persons in the Gold Mining Industry received gratuity during the twelve months period ending June, 1962.

6.4. *Maternity Benefits*

Legal provision for the grant of maternity benefit to women employed in mines has been in existence for nearly a quarter of a century. Information pertaining to maternity benefit payment in respect of the units in the industry shows that women labour was engaged in all the establishments and payment was made in respect of all the 61 claims during the calendar year 1961. The number of claims made per 100 women employed was 8.

6.5. *Industrial Accidents*

Information collected in respect of the number and nature of accidents occurring in all the gold mines shows that during the calendar year 1961, total of 3,488 workers were involved in accidents. Of these, 114 suffered permanent disability, 3,369 temporary disability and 5 workers died. Thus the rate per thousand workers employed was 5.7 in the case of permanent disability, 168.4 for temporary disability and 0.2 for death.

6.6. *Occupational Diseases*

During the present Survey all the gold mines were found to have reported cases of occupational disease in respect of which payment was made. Such cases numbered 154 and the total payment made was Rs. 2,02,324 during the year 1961. Silicosis is the occupational disease reported by the gold mines. Congestion in lungs caused by the accumulation of dust containing silica results in silicosis. Drilling, blasting and mucking were reported to be the processes causing this disease.

CHAPTER VII

INDUSTRIAL RELATIONS

During the post-war years, specially since the country gained Independence, considerable attention has been paid to the promotion of Industrial peace and the creation of favourable atmosphere for the growth of healthy labour-management relations. The activities of Government in this context were not confined merely to the enactment of laws for speedy settlement of disputes, framing of standing orders, constitution of works and joint committees, and appointment of Labour or Welfare Officers, but extended to measures designed to promote healthy trade unionism and direct negotiations. The following paragraphs briefly describe some of the aspects and facts of industrial relations in the industry.

7.1. Industrial Disputes

Data pertaining to industrial disputes in the Gold Mining Industry were not collected during the present Survey since the same were already being received in the Labour Bureau. The information as is available in the Bureau in respect of number of disputes in the gold mines and consequent loss of man-days since 1959 is given below:—

STATEMENT 7.1*

Number of Disputes Resulting in Work-stoppages, Workers Involved and Man-days Lost in Gold Mining Industry

Year	Number of Disputes†	Number of Workers Involved	Number of Man-days lost
1	2	3	4
1959	24	34,636	54,706
1960	20	16,770	18,317
1961	16	15,413	13,877
1962	24	20,774	12,387

* Indian Labour Statistics, 1964—Labour Bureau.

† Include strikes as well as lock-outs.

It would be seen from the above Statement that in the year 1959, there was a considerable loss of man-days in the Industry. This was mainly due to a series of strikes on various issues such as demand for payment of annual bonus and compensation for lay-off, and dissatisfaction over the award of Industrial Tribunal on wages, dissatisfaction over the impact of rationalisation. Since then there has been a gradual fall in the number of man-days lost in the industry.

7.2. *Trade Unionism*

Trade unionism in the Gold Mining Industry seem to have a long standing as is evident from the fact that the Labour Investigation Committee reported that in all the mines visited by them there were well established unions which took active interest in the affairs of their members and in securing their claims under the labour Acts. At the time of the present Survey trade unions existed in all the four gold mines. There was a multiplicity of unions in all of them. One had three unions and the rest two each. With the exception of one union, all the unions had been accorded recognition by the managements. About 87 per cent. of the workers in the industry were members of unions.

The activities of all the unions were mainly confined to securing of claims under various Acts, demanding favourable wage revisions and obtaining better housing and other facilities for their members. Only one union was conducting adult education classes for workers and giving relief to its distressed members. This union had a system of granting a donation of Rs. 10 to each woman member who get a child, as a subsidy to meet her expenditure. Another union had provided a radio-set for the entertainment of workers and was running a reading room where a good number of popular magazines were made available for the use of workers.

7.3. *Collective Agreements*

In the course of the Survey, information was collected in respect of collective agreements concluded between workers and management of all the gold mines since 1956. It was found that such agreements had been concluded in all the mines. In three of the mines a number of agreements had been concluded covering a wide field, e.g., rate of bonus payment and workers entitled to it, fixation of grades of pay, conduct of trade-test for promotions grant of acting allowance to workers working against temporary vacancies in higher posts, revision of rates of dearness allowance, payment of festival advances and the mode of their recovery and ratification of code of discipline. In the fourth mine only one agreement had been concluded since 1956. This agreement related to such matters as revision of wages and dearness allowance, grant of bonus, gratuity, fixation of superannuation age and increase in the number of full holidays.

7.4. *Standing Orders*

The Mysore Labour Act, 1942 provided for framing Standing Orders for regulating matters affecting day to day relations between employers and employees. At the time of the enquiry conducted by the Labour Investigation Committee, all the gold mines in the Kolar Gold Field had framed Standing Orders under this Act. The information collected during the course of the present Survey shows that Standing Orders had been framed under the Industrial Employment (Standing Orders) Act, 1946 in all the mines and they were duly certified by the appropriate authorities. There was a common set of Standing Orders for all workers including clerical and watch and ward staff.

7.5. *Labour and Welfare Officers*

When the Labour Investigation Committee conducted their enquiry the mines were under no legal obligation to appoint Welfare Officers. Nevertheless, it was found by the Committee that in the Kolar Gold Field the management had appointed one Welfare Officer for all their mines. Since 1952 the Mines Act has made it obligatory for all the mines ordinarily employing 500 or more workers to employ a Welfare Officer. At the time of the present Survey all the four units in the industry were under a legal obligation to appoint such an officer and all had done so. These officers had a wide range of activities which include all the duties prescribed in the Rules framed under the Mines Act. Securing redress of workers' grievances and maintenance of harmonious relations between management and employees, by acting as liaison officers, were their most important functions in all the four units. In all the units they were advising managements in regard to matters connected with the proper implementation of various labour laws. Organisation and supervision of labour welfare and recreational activities also formed a part of their duties. In addition to these duties, these officers were attending to correspondence with Government Departments, employment exchanges in connection with periodical returns under various labour laws and other labour matters, and with trade unions on labour matters.

It was reported that in three of the four mines the Labour/Welfare Officers were appearing before Industrial Tribunals, Labour Courts, etc., on behalf of the managements, in case of industrial disputes.

7.6. *Works or Joint Committees*

Though the Royal Commission on Labour had, as early as 1930, emphasised the vital role that Works Committees could play in providing a recognised means of consultation between managements and workers and thus eliminating the sources of friction and inculcating a greater sense of responsibility and creative interest amongst the workers and managements, it was not till the enactment of the Industrial Disputes Act, 1947, that any positive step was taken by the Government for the setting up of such Committees. From the Labour Investigation Committee's report on Gold Mining Industry, it appears that, at the time of their enquiry, none of the mines had constituted any Works Committee.

The Survey results show that all the four gold mines were statutorily obliged to set up Works Committees and all except one unit had complied with the law. The management of the unit which had no Works Committee contended that Works Committee could not be formed because of the difficulties arising out of inter-union rivalries.

All the Works Committees, which were in existence, consisted of an equal number of representatives of employers and workers. In the establishments where such Committees existed, they were reported to have met 2 to 5 times during the twelve-month period ending June, 1962. The matters discussed by such committees during the period July, 1961 to June, 1962 were such as payment of annual bonus and festival advance, acting allowance to workmen who were required to work on higher posts, ratification of code of discipline, preference to workers' relatives in the matter of recruitment, improvement of method of taking attendance and provision of certain welfare amenities (e.g., cycle stands, sanitary facilities, rest shelters, school buildings, etc.). The decisions taken at the meetings of these Committees were generally implemented.

7.7. *Production and Other Committees*

Production Committee for advising on matters relating to production, etc., existed in one mine. Two units had set up Workers' Safety Committees. The main functions of these Committees were to look into the causes of accidents which occurred in the mine and to suggest ways and means for preventing them, to organise regular lectures on safety precautions with a view to making the workers safety-conscious and to make necessary arrangements for the observance of safety-week every year.

7.8. *Grievance Procedure*

The Labour Investigation Committee had made no mention of the existence of any system for securing redress of workers' grievances in the Gold Mining Industry. However, with the enactment of the Industrial Employment (Standing Orders) Act, 1946, it became obligatory for all mines employing 100 or more workers to frame Standing Orders, prescribing *inter-alia*, the procedure to be followed for redress of grievances. As mentioned earlier, all the gold mines had framed Standing Orders, and thus, a prescribed grievance procedure.

At the time of the Survey the prevailing practice in all the units was that grievances were usually taken to the supervisors or departmental heads in the first instance. If the workers were not satisfied with the decisions at this level, the Labour/Welfare Officer was approached in three of the four units. Most of the grievances were redressed at this stage as the concerned officer conducted an enquiry before giving his decision. If, however, a satisfactory settlement was still not reached, the matter, according to the procedure prescribed in these three units, was taken by the Labour/Welfare Officer and the aggrieved worker to the head of the establishment whose verdict was normally final from the management's side. In all these three units, the workers were at liberty to take any issue pertaining to their grievances direct to trade unions for getting them redressed. In the remaining unit, the grievances that could not be

redressed at the supervisor's level were taken to a Grievance Committee consisting of two representatives each of the workers and management appointed for the purpose of inquiring into the merits or otherwise of the appeals for the redress of grievances and for making suitable recommendations to the head of the establishment. All unanimous recommendations made by this Committee were to be implemented without any modification by the Superintendent. If no settlement was reached even after the decision taken by the head of the establishment on the basis of the Grievance Committee's recommendations, the mine management agreed to refer the matter to the Conciliation Machinery set up by the Government. Time limit for each stage of the settlement of grievance cases was set in only in one unit which had a Grievance Committee.

7.9. Association of Workers with Management

None of the mines had introduced any scheme for associating workers with the management.

CHAPTER VIII

LABOUR COST

Information pertaining to labour cost was collected in respect of those employees in all gold mines who were covered under the Mines Act and were receiving less than Rs. 400 per month as wages. This was in pursuance of the decision taken by the Study Group on Wage Costs appointed by the Ministry of Labour and Employment in 1959. The enquiry pertaining to labour cost was modelled on the lines of the study of labour cost in European Industry, made by the International Labour Office in 1956, with such modifications as were necessary in the light of conditions in India. For instance, in view of the fact that in India wages are paid on the basis of 'days' instead of 'hours' as in European countries, the data were collected for the man-days and not man hours. Similarly, it was found in the course of the pilot enquiry that, but for a few exceptions, none of the establishments maintained any separate records of premium payments made for leave or holidays or for days not worked and hence these were dropped as separate items and included under basic wage. Certain additions were made in the list either on the basis of the decision of the Study Group referred to above or for eliciting separate information on some of the items on which employers have to incur expenses under labour laws in force in the country, e.g., lay-offs, washing facilities, etc.

The Survey started in October, 1962 and ended in September, 1963. With a view to forming a better estimate of costs in regard to the items of welfare amenities, etc., salaries and allowances, etc., of those persons who were employed in connection with any welfare item, amenity, etc., even though they were covered under the Mines Act and were receiving less than Rs. 400 per month, were not included in the general heads "Wages", "Bonuses" and "Other Cash Payments" along with similar amounts paid to workers who come within the purview of the study. Expenses incurred in connection with such persons were recorded against the item for which they were employed. Similarly, the man-days for such persons were also excluded. For purposes of collecting labour cost data, the field staff was instructed to obtain figures of expenditure incurred by the employers during the period of 12 months ending June, 1962. Where the financial year of the sampled units was found to be other than the above period, or where the account books for the specified period were found to be not ready or available for some reasons, the field staff was permitted to take the information for the latest period of 12 months for which it was available, subject to the condition that a major part fell in the twelve-month period ending June, 1962. The data collected from three units related to the year ending March, 1962 and in the case of the remaining unit the information was in respect of the year ending September, 1962.

8.1. Labour Cost per Man-day Worked

The data collected reveal that the average labour cost per man-day in the industry was Rs. 6.84.

8.2. Components of Labour Cost

The following Statement 8.1 shows the distribution of the labour cost according to major heads under which the data were collected.

STATEMENT 8.1

Labour Cost Per Man-day Worked by Components in Gold Mines in 1961-62

(In Rupees)

Wages	Premi- um pay for over- time and late shifts	Bon- uses	Other cash pay- ments	Pay- ments in kind	Social Security Contrib- utions	Secu- rity	Sub- sidies	Wel- fare cen- tres non- obli- gatory	Direct bene- fits	Some other Pay- ments rela- ted to labour cost	Others	Total
					Obli- gatory	Non- obli- gatory						
1	2	3	4	5	6	7	8	9	10	11	12	13
5.11 (74.71)	0.19 (2.78)	0.26 (3.80)	0.03 (0.44)	0.06 (0.87)	0.32 (4.68)	0.12 (1.75)	0.69 (10.09)	—	—	0.03 (0.44)	0.03 (0.44)	6.84 (100.00)

NOTE—Figures within brackets are percentages to total.

8.2.1. Wages

This component comprised basic wages and dearness allowance, incentive or production bonus and attendance bonus received by employees.

It was desired to collect data, under this head, in respect of the man-days actually worked alone but in the course of the pilot enquiry it was found that most of the employers did not maintain separate records of payments made for the days actually worked and for leave and holiday periods. Consequently, the amount of basic wages and dearness allowance recorded include the sum paid for the days worked as well as not worked but paid for.

It would be seen from Statement 8.1 that 'Wages' accounted for 74.7 per cent of the total labour cost in the Industry. The following Statement 8.2 gives the break-up of the 'Wages' into various sub-groups viz., basic wages (including dearness allowance), incentive or production bonus and attendance bonus.

STATEMENT 8.2

Break-up of Wage Cost by Sub-components—1961-62

(In Rupees)

Basic Wage and dearness allowance	Incentive/ production bonus	Attendance bonus	Total
1	2	3	4
4.77	0.20	0.14	5.11
(93.35)	(3.91)	(2.74)	(100.00)

Note:— Figures within brackets are percentages to total.

It is evident that a predominant portion of the wage-cost was in the form of basic wages and dearness allowance or consolidated wages. These alone accounted for nearly 93 per cent. of the total wage cost.

8.2.2. Premium Pay for Overtime and Late Shifts

Under this group, only the premium part of pay for overtime work and late shifts was recorded. This was represented by an amount received by the workers in addition to their normal pay. For instance, if a worker received one and a half times his normal wage for the over-time work, the extra amount, i.e., one-half, was recorded against this item. The normal wages were included under the group 'Wages'.

The premium payment for overtime work accounted for an insignificant proportion of the total labour cost per man-day worked (Statement 8.1). This item of expenditure entered into labour cost in all the establishments.

8.2.3. Bonuses

Payments made in the form of festival, year-end, profit-sharing and any other such bonus were recorded under this group. It would be seen from Statement 8.1 that in the Gold Mining Industry, this item constituted 3.8 per cent. of the total labour cost per man-day worked. The expenditure was entirely in the form of annual bonus.

8.2.4. Other Cash Payments

Other cash payments were those which were made regularly such as night shift allowance, attendance bonus, clothing allowance, etc., and *ad hoc* or *ex-gratia* payments made to workers. Payments under this group accounted only for about 0.4 per cent. of the total labour cost. Such payments were found to be made in all the units in the industry.

8.2.5. Payments in kind

Payments in kind related to such items as foodgrains, fuel and butter milk. This component accounted for a negligible proportion of the total labour cost. Expenditure on this item was incurred in all the gold mines.

8.2.6. Social Security Contributions

The expenses incurred by employers on various social security measures constituted one of the major elements of the labour cost in the industry. Since the employers were statutorily obliged to undertake some of the social security measures, separate data were collected in respect of expenditure incurred on obligatory and non-obligatory social security contributions. The combined cost on account of this component worked out to Re. 0.44 per man-day or about 6.4 per cent. of the total labour cost. Expenditure under this head was incurred in all the units. The following Statement 8.3 shows the cost of social security contributions under each item for which information was collected.

Nearly 73 per cent. of the total expenditure on social security was on account of obligatory contributions. In this sub-group the predominant share was of employers' contributions to provident fund. Out of a total of Re. 0.32 per man-day paid in the form of obligatory contributions, provident fund contributions alone accounted for Re. 0.25 i.e., 78 per cent. The rest was mainly shared by compensation paid for occupational diseases or employment injuries.

Non-obligatory contributions were almost entirely in the form of gratuity payments. Since the pension scheme in force in three of the units applied to persons usually drawing over Rs. 400 per month, expenses on this account have not entered in social security contributions.

STATEMENT 8.3
Cost of Social Security Contributions per Man-day Worked
(1961-62)

(In Rupees)

Provident Fund	Retrenchment compensation	Compensation for lay-off	Contribution to Employees' State Insurance Corporation	Compensation for			Dependants allowance	Others	Total	Non-obligatory	Total obligatory and non-obligatory	Percentage of social security contributions to the total labour cost
				Employment injury	Occupational diseases	Maternity benefits						
1	2	3	4	5	6	7	8	9	10	11	12	13
0.25 (78.13)	..	*	..	0.03 (9.37)	0.04 (12.50)	*	—	—	0.23 (100.00)	0.12	0.44	6.43

*Less than Re. 0.005.

NOTE—Figures within brackets are percentages.

8.2.7. Subsidies

Cost to employer for providing certain facilities and services to workers and their families was collected under this head. The facilities listed were Medical and Health Services, Canteens, Restaurants and Other Food Services, Company Housing, Building Funds, Credit Unions and Other Financial Aid Services, Creches, Educational Services, Cultural Services (e.g., Library, Reading Rooms, etc.), Recreational Services (Clubs, Sports, etc.), Transport, Sanitation (at Work Places), Drinking Water Facilities, Vacation Homes, etc. The amounts recorded were the net amounts spent, including depreciation but excluding capital expenditure. In the course of the pilot enquiry, it was noticed that in most of the cases employers either did not maintain any records separately for the above-mentioned items or expenses related not only to persons falling within the scope of the study but also others. Hence, the field staff was asked to obtain estimates, wherever separate statistics were not available. In case any expenses were incurred on workers covered by the Study as well as on other employees, the amount was estimated on the basis of the proportion which the employees coming under the scope of the study formed to the total employees. The following Statement 8.4 gives details in respect of the cost on subsidies incurred by the employers in the Gold Mining Industry.

STATEMENT 8.4

*Cost of Subsidies per Man-day Worked in the Gold Mining Industry
(1961-62)*

(In Rupees)

Medical and health services	Canteens	Restaurants and other food services	Company housing	Creches	Cultural services	Recreational services	Transport	Sanitation	Drinking water	Educational services	Credit unions, etc.	Others	Total	Percentage of Subsidies to the total labour cost
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
0.15 (21.74)	*	.. (62.32)	0.43	*	*	0.01 (1.45)	—	0.06 (8.69)	0.01 (1.45)	0.02 (2.90)	0.01 (1.45)	*	0.69 (100.00)	10.00

*Less than Re. 0.005.

NOTE—Figures within brackets are percentages.

The cost of subsidies per man-day worked amounted to Re. 0.69 constituting about 10.1 per cent. of the total labour cost. It would be seen from Statement 8.4 that as much as 62 per cent. of the expenditure under this head was on account of housing facilities provided to workers. The other two main items of expenditure were medical and health services and sanitation (at work places) which accounted for about 21.7 per cent. and 8.7 per cent. respectively of the total cost on subsidies.

8.2.7. *Direct Benefits*

The employers in the Gold Mining Industry did not make any cash payments to their employees on such occasions as marriage of children or in connection with funeral expenses of workers.

8.2.8. *Some Other Payments Related to Labour Cost*

Under this group, expenses relating to apprenticeship scheme, recruitment and on the job medical services were recorded. A perusal of Statement 8.1 would show that this element constituted only 0.44 per cent. of the total labour cost in the industry. A significant proportion (i.e., 89%) of the amount had been spent on Apprenticeship Schemes and about 9 per cent. on the job medical services. The balance was attributable to the cost of recruitment.

8.2.9. *Others*

Under this head, only those expenses which could not be grouped under any of the heads or sub-heads of the labour cost items were recorded. The employers in this industry incurred expenditure on Labour Officers' salary and provision of protective clothings/equipments to workers. Three mines spent some money on Safety First programmes and the remaining unit made contribution to workers' welfare fund. These elements grouped under this head, formed 0.44 per cent. of the total labour cost.

CHAPTER IX

SUMMARY OF CONCLUSIONS

The existing Gold Mining Industry in the country dates back to 1875. Due to the limited gift of the nature there has been no expansion of the industry since the Labour Investigation Committee conducted their enquiry in 1944. Data collected during the present Survey show that on 30th June 1962, the industry employed 20,456 workers and all of them were covered under the Mines Act. Nearly 81 per cent. of these were 'Production and Related Workers' (including Supervisory), 14.5 per cent. belonged to the group 'Watch and Ward and Other Services', and 3.5 per cent. were 'Clerical and Related Personnel' (including Supervisory). 'Professional, Technical and Related Personnel' and 'Administrative, Executive and Managerial Personnel' accounted for the rest. Women labour constituted only 3.6 per cent. of the total working force and child labour was totally absent. Contract labour was employed only in the Exploration Departments of three of the four mines and constituted a very negligible proportion of the total production workers. All the workers in the industry were time-rated.

The Survey results show that about 97 per cent. of 'Production Workers' were permanent and 2.4 per cent. were casual employees. The rest were probationers, temporary or apprentices. None of the mines employed *badli* workers. Data pertaining to length of service and labour turnover show that the labour force was quite stable in the industry. In June, 1962 nearly 71 per cent. of workers had 5 years or more of service and a good number (33.5%) had put in more than 15 years' service. The rate of labour turnover was less than one per cent. during 1961-62. The overall absenteeism rate was 13.9 per cent. during the same period. The rate was much higher (15.6%) among underground workers than surface workers (9.3%).

The average daily earnings of all workers were Rs. 5.78 during June, 1962, while those of the 'Production Workers', who formed the bulk of the total working force, were Rs. 5.44. Under-ground 'Production Workers' earned (Rs. 5.54) about 6 per cent. more than above-ground workers (Rs. 5.22). Women were employed only on surface. Their earnings were Rs. 3.80 per day as against Rs. 5.27 earned by men surface workers. 'Watch and Ward' and 'Clerical Workers' earned Rs. 5.28 and Rs. 11.14 respectively, per day. The average daily earnings of the lowest-paid 'Production Workers' were Rs. 4.03.

A break-up of earnings shows that they consisted primarily of basic earnings, i.e., basic wages and dearness allowance or consolidated wages. All the gold mines were paying a separate dearness allowance but nowhere it was linked to Consumer Price Index. In one unit dearness allowance was paid on the basis of income-slabs. In the remaining three units, all the daily-rated workers were entitled to dearness allowance at a flat rate and the rest of the workers at a rate, expressed as percentage of their basic pay, depending upon

their income slabs. Even though the practice of paying annual bonus was in vogue in all the four units of the industry, none had any regular scheme.

All the mines worked three shifts daily and every where the daily and weekly hours of work of production workers, whether working underground or on the surface, were 8 and 48 respectively. So far as the majority of workers were concerned there was no rest interval in any mine. Though all the mines worked during night, nowhere any special amenities were being provided for the night-shift workers. However, a regular system of transferring workers from night shift to day shift, and *vice versa*, existed in all such units. Conservancy arrangements were generally satisfactory in all the mines. Latrines had been provided by all the mines but urinal facility existed in about three-fourths of them.

All the gold mines in the country had a system of granting earned leave to their employees. As regards the period of leave, qualifying conditions and the rate of payment, all the mines had framed rules which were more or less similar to those framed under the Mines Act. About 94 per cent. of the workers were found to have availed of earned leave during the year 1961. The facility of casual leave with pay was not available in any of the units. However, all the mines granted sick leave as well as national or festival holidays with pay. Every where the law concerning the grant of weekly rest to employees was being complied with.

In all gold mines, drinking water facilities existed in the shape of taps. In none of the mines, the drinking water points were situated within the prohibited distance from washing place, latrine or urinal. The managements of gold mines are not under any legal obligation to provide washing or bathing facilities. Nevertheless, washing arrangements existed in all and three mines had provided shower baths near the shaft taps. Facilities for bathing existed in three of the four mines.

Canteens were functioning in three of the four mines although all the four were under a statutory obligation to provide them. Tea, coffee and snacks were sold in all the canteens and meals were also served in two canteens.

Considerable attention was being paid by managements of all the mines to provide adequate medical facilities to workers and their family members free of cost. Every unit had a well-equipped and well-staffed hospital and some were running dispensaries as well. All the mines maintained adequate number of well-equipped first-aid boxes and all such boxes were under the charge of fully-trained persons at places easily accessible to workers.

Elaborate facilities for recreation of workers existed in all the mines. There were 14 clubs in the Kolar Gold Field and 2 in Hutti where there were arrangements for indoor and outdoor games, social and religious functions, film shows, etc. Arrangements for adult education existed in one mine and three mines, besides providing various facilities to certain school authorities, were running some

of the schools themselves where workers' children were receiving free education. A school of mining run by three of the gold mines was providing theoretical and practical training for mining apprentices and foremen.

All the establishments engaged in gold mining had provided housing facilities to their employees and about 72 per cent. of the total working force had been housed. Most of the houses were one-room tenements.

Social security benefits were provided to employees in the form of provident fund and gratuity schemes by all the four mines and a pension scheme, in addition to these benefits, was in operation in three of the four mines in the industry. About 96 per cent. of the total number of workers in the industry were found to be the members of provident funds. In three mines, where a pension scheme was in operation, the benefit was restricted only to covenanted employees who formed a negligible minority. All the remaining workers in all the mines were enjoying gratuity benefits. Maternity benefit payment was made in respect of all the 61 claims made during the year 1961. During the same period, accidents took place in all the mines involving 3,488 workers, of whom 3,369 were involved in accidents causing temporary disability. Cases of occupational diseases were reported from all the four units in the industry; such cases numbered 154 and the amounts paid as compensation was a little more than two lakhs of rupees during the year 1961.

Statistics of industrial disputes show that there was considerable time loss in the industry during 1959. Since then there has been gradual improvement. Trade unionism seems to have developed fairly well in the industry. All the mines had trade unions and about 87 per cent. of gold mine workers were members of these unions. With the exception of one union all others had been accorded recognition by the managements.

Collective agreements had been concluded in all the gold mines and they covered a wide field. Every mine had framed Standing Orders which covered all categories of workers. Labour or Welfare Officers also had been appointed by all the mines as required by the Mines Act. However, whereas all the four gold mines were legally bound to set up Works Committees, only three had constituted them.

Data relating to labour cost in respect of workers covered under the Mines Act and receiving less than Rs. 400 p.m. show that, during the period 1961-62, the cost per man-day worked, in the industry was Rs. 6.84. Wages, i.e. basic wages, dearness allowance, and incentive payments constituted the main component and accounted for nearly 75 per cent. of the total cost. Social security contributions and bonus accounted for about 6.4 and 3.8 per cent. respectively. Expenses falling under the group 'Subsidies' constituted a significant proportion being 10.1 per cent. of the total labour cost. The main items of expenditure under this head were company housing and medical and health care. Other items of expenditure were sanitation services, educational facilities, recreation and cultural services, provision of drinking water, maintenance of credit unions, etc.

